

# Commander's Warrior Workshop



**Commandant of the Marine Corps, Safety Division**



# Purpose

- To provide the Ground Commander a self-assessment tool to increase organizational effectiveness and mission readiness.
  - Assist the Commander in assessing his unit's current culture
  - Validate the Commander's assumptions (In conjunction with Organizational Culture Diagnostic Instrument (OCDI) and Ground Command Safety Assessment Survey)
  - Identify hazards to prevent mishaps
  - Identify trends good or bad
  - Foster communication to identify common issues that relates to the unit as a whole



# Task

- 13<sup>th</sup> Executive Safety Board (ESB) on February 2006
- MARFORPAC
  - Review the Commander's Warrior Workshop results from II MEF and develop a concept (Including benchmarking unit performance) to deploy the Commanders' Warrior Workshop in I MEF and III MEF



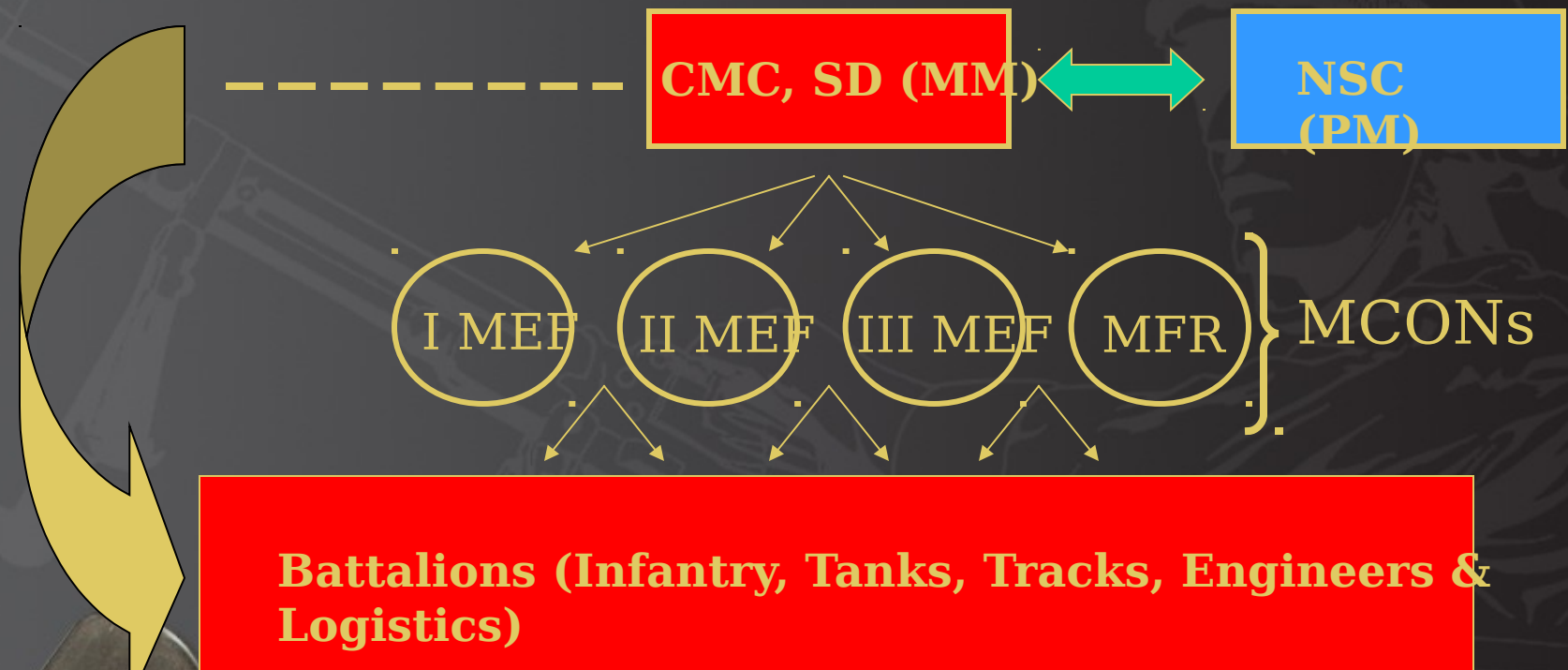


# Safety Division's Goal

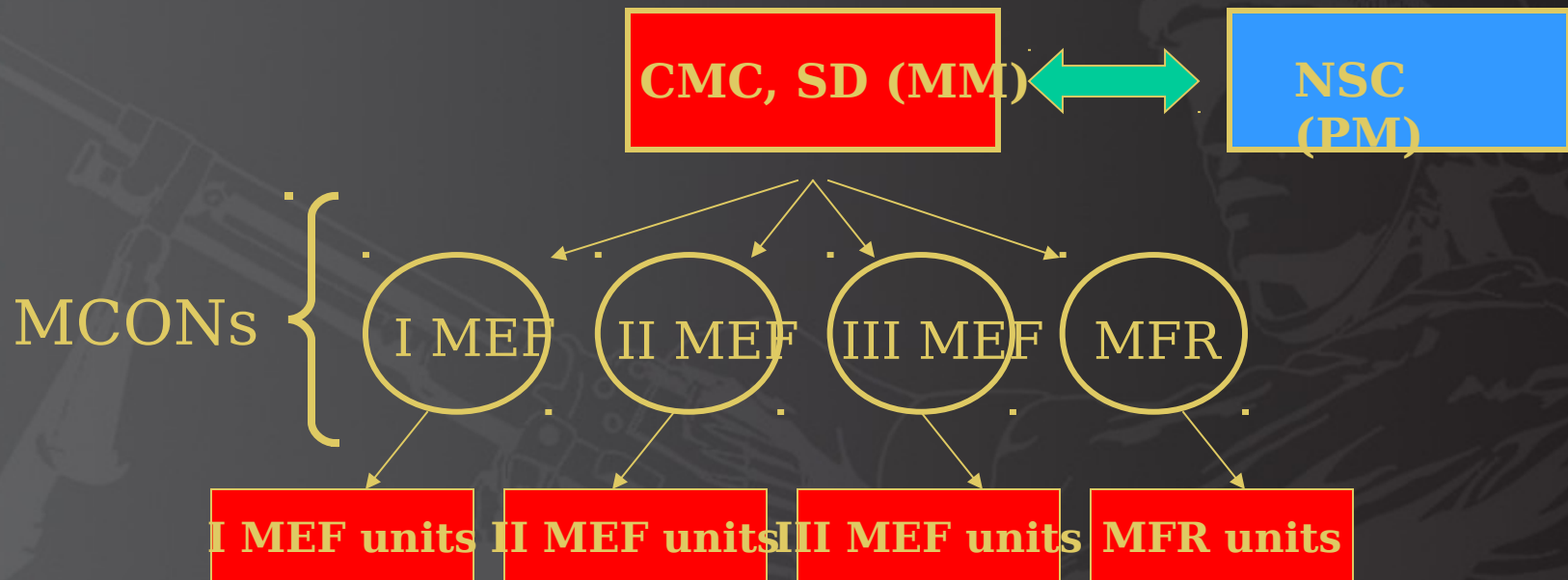
- Currently CMC, SD is leading the facilitation process w/assistance from BST-trained Marine Consultants (MCONs).
- MCONs to lead a CWW to validate training
- Establish geographic Facilitators with constant training, support and program updates
- ADSW Reservist (future MCONs) to train IMA personnel at the MACE



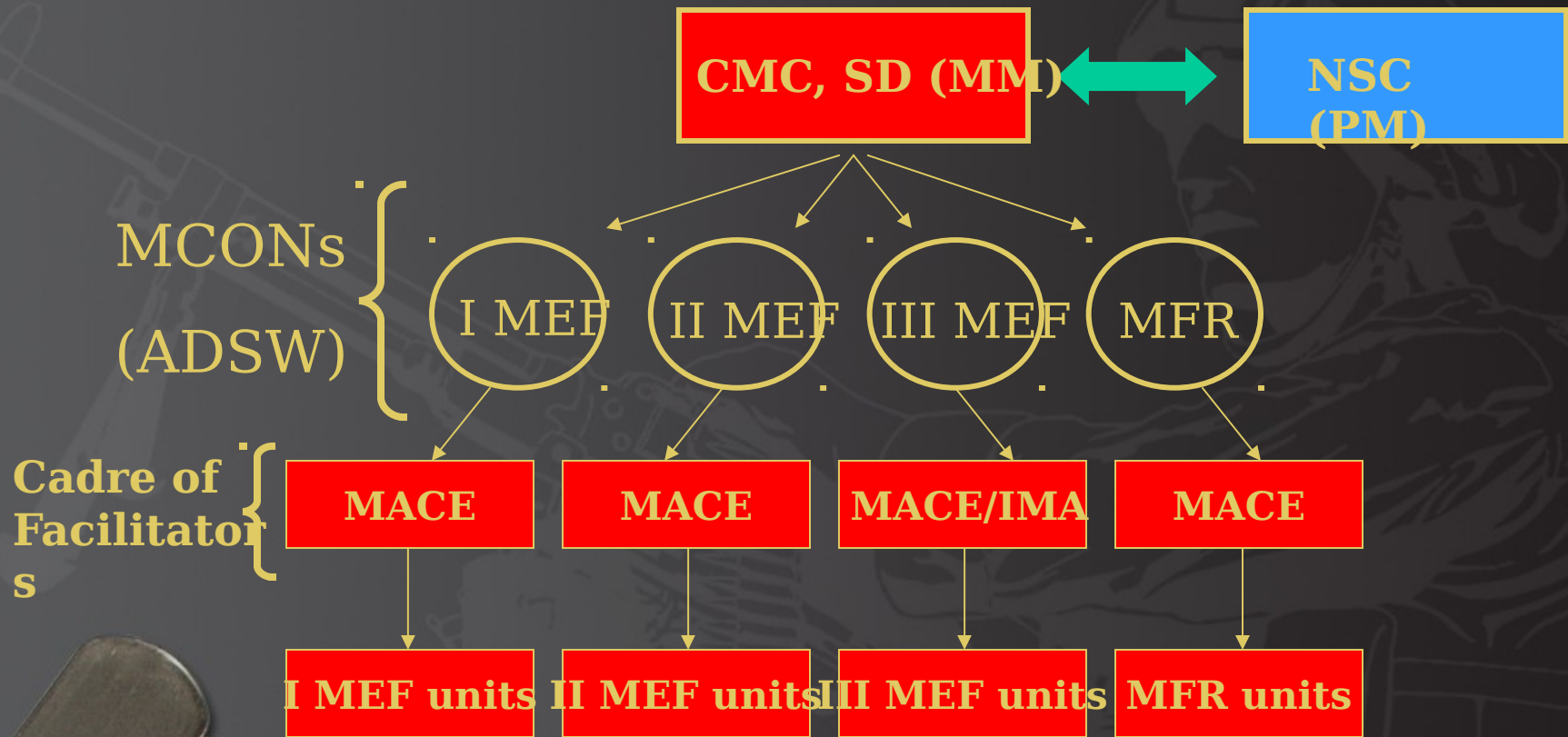
# Current Process



# COA #1



# COA #2



# Plan of Action & Milestones

- CMC, SD successfully completed II MEF Ground CW Beta Test on 1/8 and 2<sup>nd</sup> Tanks.
- CMC, SD developed draft LOI and renamed the CW to Ground Culture Assessment Tool (GCAT)
- CMC, SD developed Facilitation Guidebook to assist in training prospective Facilitators
- Four 2<sup>nd</sup> MarDiv units (3/2, 2<sup>nd</sup> AAB, 2<sup>nd</sup> CEB, & 2/8) scheduled GCAT workshops in Feb-Apr 2006.
- 13<sup>th</sup> ESB: GCAT renamed to Commander's Warrior Workshop (CWW).
- I & III MEF Beta CWW
- Facilitators attend workshop at University of North Texas for enhancement training
- CWW implementation- Marine Corps-wide



# Commander's Comments

- *The workshop is a superb opportunity to get an objective view of the battalion's culture.*
- *Great feedback from all levels within the battalion. Some positive, some negative, but all worthwhile.*
- *The workshop went well beyond what I had expected, and I was extremely happy with the whole process. It was a healthy exercise that I intend to do again.*
- *I began acting on what I learned immediately. To do otherwise would make the entire workshop a waste of effort.*
- *Great program. I think any commander would want to go through this process, but only as long as the information is kept strictly confidential.*
- *Not sure the CW process helps with force preservation or mishap reduction directly. Workshop provided me the battalion's views on both subjects, but did not really tell me anything I didn't already know.*



# Lessons learned

Based on the completed Workshops, the following issues are provided:

- Due to high operational tempo, Bns must ensure workshops do not compete with current Bn operations. Battalions should request workshops 30-45 days in advance and distribute the unit LOI to the Companies.
- Participants would like more safety stats and use of audio/visual. SD will incorporate more safety stats that apply to the enlisted Marines: Traffic/Off-duty related mishaps. Use of audio/visual is an option for the Facilitator and it will be incorporated in the near future.



# Road Ahead

*In order to ensure longevity of the CWW, SD will develop a strategy plan.*

- *SD to become the Model Manager for CWW while maintaining the workshop integrity/process as defined by the Naval Safety Centers' (Program Manager) Aviation Culture Workshop.*
- *SD to further engage with MFP IOT conduct the CWW's during the summer of 2006.*
- *SD to determine the feasibility of utilizing IMA personnel at the MACE for CWW visits.*

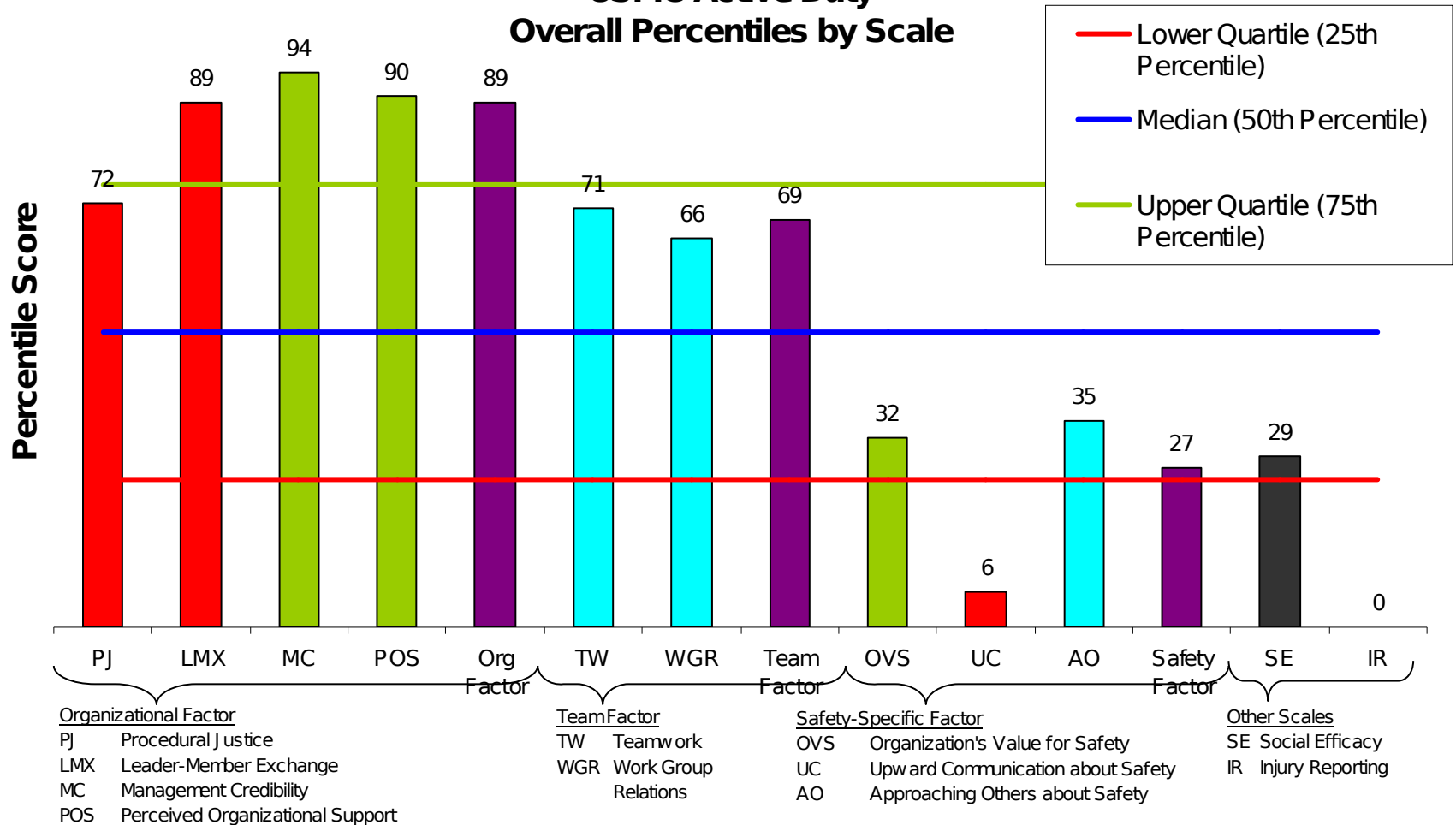


# Questions





## USMC Active Duty Overall Percentiles by Scale



My Boss

My Team

Factor Averages

My Company

Me

